Curriculum Vitae

Marshall Schminke

BB&T Professor of Business Ethics
Professor of Management
College of Business Administration
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MARSHALL SCHMINKE

RESEARCH INTERESTS

- Business ethics: The influence of organizational context and structure on individual ethics; recovering from ethical failure; abusive supervision
- Organizational justice: Contextual and structural influences on justice perceptions; developing general measures of overall justice

TEACHING INTERESTS

- Business ethics, social issues in management
- Strategic management
- Organization theory & behavior

EDUCATION

- Ph.D. *Carnegie Mellon University*, 1986. Major: Industrial Administration, Minor: Organizational Theory. Graduate School of Industrial Administration, Pittsburgh, PA.
- M.S. *Carnegie Mellon University*, 1984. Major: Industrial Administration, Minor: Organizational Theory. Graduate School of Industrial Administration, Pittsburgh, PA.
- B.B.A. *University of Iowa*, 1979. Major: Finance, Summa Cum Laude with Special Honors. College of Business Administration, Iowa City, IA.

PROFESSIONAL HISTORY

2008-2015: BB&T Professor of Business Ethics, University of Central Florida

2013: London School of Economics, Visiting Scholar

2013: EM Lyon Business School (France), Visiting Scholar

2006: Oxford University, Visiting Scholar

2006: Instituto de Empresa (Madrid), Visiting Scholar

2006: IAE Toulouse University (France), Visiting Professor

1999-Present: University of Central Florida – Professor of Management

1998: Creighton University - Robert B. Daugherty Chair in Managerial Ethics

1997: Creighton University - Director, Center for Family Business

1996: Creighton University - Professor of Management

1996: University of Colorado at Boulder - Visiting Professor of Management

1989-1995: Creighton University - Associate Professor of Management

Fall 1994: Centro de Education para la Salud. Santiago, Dominican Republic

1985-1988: University of Iowa - Assistant Professor of Management Sciences

1983-1985: Carnegie Mellon University - Instructor

TEACHING EXPERIENCE

- Ph.D.: Special topics in business ethics
  Seminar in organizational theory and design
  Seminar in research modeling and development
- E.M.B.A.: Strategic Management
  Organizational Behavior
- M.B.A.: Business Ethics/Business and Society
  Strategic Management
  Organizational Behavior
  Organization Theory and Design
- Undergraduate: Business Ethics
  Strategic Management
  Organizational Behavior
  Organization Theory and Design
  Introduction to Management
  Principles of Business

CURRENT RESEARCH: PAPERS UNDER REVIEW AND REVISION

Wo, D. X. H., Ambrose, M. L., & Schminke, M. Trickle-down, trickle-out, trickle-up, and trickle-in effects: A social influence perspective on spillover phenomena in organizations. Revise and resubmit *Journal of Organizational Behavior.*

Priesemuth, M., & Schminke, M. Helping thy neighbor? When supervisor abuse triggers prosocial reactions in observers. Under review at *Organizational Behavior and Human Decision Processes.*

Priesemuth, M., Johnson, M., & Schminke, M. Roadblocks to forgiveness: Examining when and why employees can't move beyond abusive supervision in the workplace. Under review at the *Academy of Management Journal.*

PUBLICATIONS: JOURNAL ARTICLES, BOOKS, & CHAPTERS

Wo, D., Ambrose, M., & Schminke, M. (in press). What drives trickle-down effects of interactional justice? A test of three mediators. *Academy of Management Journal.*

Arnaud, A., Schminke, M., & Taylor, R. (in press). Ethics, values and organizational justice: Individuals, organizations and beyond. *Journal of Business Ethics.*

Ambrose, M. L., Sheridan, S., & Schminke, M. (in press). High performance work systems and abusive supervision: The influence of organizational structure. In N. Ashkanasy, R. Bennett, & M.J. Martinko (Eds.), Understanding the high performance workplace: The line between motivation and abuse (SIOP Frontier Series volume). New York: Routledge/Taylor and Francis.

Schminke, M., Johnson, M., & Rice, D. (2015). Justice and organizational structure: A review. In R. Cropanzano and M. Ambrose (Eds.) *The Oxford Handbook of Organizational Justice* (pp. 541-560). New York: Oxford University Press.

Priesemuth, M., Schminke, M., Ambrose, M., & Folger, R. (2014). Abusive supervision climate: A multiple-mediation model of its impact on group outcomes. *Academy of Management Journal, 57,* 1513-1534.

Schminke, M., Caldwell, J., Ambrose, M., & McMahon, S. R. (2014). Better than ever? Employee reactions to ethical failures in organizations, and the ethical recovery paradox. *Organizational Behavior and Human Decision Processes, 123*, 206-219.

Ambrose, M. L., Schminke, M., Reynolds, S. J. (2014). Behavioral ethics: New frontiers. *Organizational Behavior and Human Decision Processes, 123,* 77-78.

Ambrose, M. L., Schminke, M., Mayer, D. M. (2013). Trickle-down effects of supervisor perceptions of interactional justice: A moderated mediation approach. *Journal of Applied Psychology, 98*, 678-689.

Mayer, D., Nurmohamed, S., Trevino, L., Shapiro, D., & Schminke, M. (2013). Encouraging employees to report unethical conduct internally: It takes a village. *Organizational Behavior and Human Decision Processes*, *121*, 89-103.

Priesemuth, M., Schminke, M., & Arnaud, A. (2013). Bad behavior in groups: The impact of overall justice climate and functional dependence on counterproductive work behavior in work units. *Group & Organization Management, 38*, 230-257. (Selected as Editor's Choice "most noteworthy" paper.)

Arnaud, A. & Schminke, M. (2012). Ethical climate and context: A comprehensive model. *Organization Science, 23,* 1767–1780.

Cojuharenco, I., Shteynberg, G., Gelfand, M., & Schminke, M. (2012). Gender, self-construal, and unethical behavior. *Journal of Business Ethics, 109*, 447-461.

Schminke, M. (2012). The employee-organization relationship (EOR) and ethics: When it comes to ethical behavior, who is the organization and does it matter? (pp. 55-84). In L. M. Shore, J. A-M. Coyle-Shapiro, L. E. Tetrick, (Eds.) *The Employee-Organization Relationship: Applications for the 21st Century*. Routledge/Psychology Press, New York.

Schminke, M., & Priesemuth, M. (2012). Behavioral business ethics: Taking context seriously (pp. 47-79). In A. Tenbrunsel and D. DeCremer (Eds.) *Behavioral Business Ethics: Ideas on an Emerging Field.* Routledge/ Psychology Press, New York.

Colwell, S. R., Zephyr, M. J., & Schminke, M. (2011). When does ethical code enforcement matter in the inter-organizational context? The moderating role of switching costs. *Journal of Business Ethics, 104,* 47-58.

Crane, A., Gilbert, D. U., Goodpaster, K. E., Miceli, M., Moore, G., Reynolds, S. J., Schminke, M., Waddock, S., Weaver, G. R., & Wicks, A. C. (2011). Comments on *BEQ*'s twentieth anniversary forum on new directions for business ethics research. *Business Ethics Quarterly*, *21*, 157-187.

Seabright, M., Ambrose, M. L., & Schminke, M. (2011). Two images of workplace sabotage: Extreme and insidious (pp. 77-100). In Jerald Greenberg (Ed.), *Insidious Workplace Behavior*. Routledge/Psychology Press, New York.

De Cremer, D., Mayer, D. M., & Schminke, M. (2010). On understanding ethical behavior and decision making: A behavioral ethics approach. *Business Ethics Quarterly, 20*, 1-6.

Schminke, M., Caldwell, J., & Vestal, A. (2010). Revisiting the garbage can model of ethical decision making in organizations. In M. Schminke (Ed.) *Managerial ethics: Managing the psychology of morality*. Routledge/ Psychology Press, New York.

Schminke, M., & Priesemuth, M. (2010). Management and ethics: Revisiting distant neighbors. In M. Schminke (Ed.) *Managerial ethics: Managing the psychology of morality*. Routledge/Psychology Press, New York.

Schminke, M. (2009). Editor's comments: Ethics and integrity in the publishing process. *Academy of Management Review*, *34*, 586-591.

Ambrose, M. L., & Schminke, M. (2009). The role of overall justice judgments in organizational justice research: A test of mediation. *Journal of Applied Psychology, 94,* 491-500.

Kuenzi, M., & Schminke, M. (2009). A fragmented literature? A review, critique, and proposed research agenda for the work climate literature. *Journal of Management, 35,* 634-717.

Ambrose, M. L., & Schminke, M. (2009). Assessing roadblocks to justice: A model of fair behavior in organizations. *Research in Personnel and Human Resource Management, 28*, 219-263.

Alder, G. S., Schminke, M., Noel, T., & Kuenzi, M. (2008). Employee reactions to internet monitoring: The moderating role of ethical orientation. *Journal of Business Ethics, 80*, 481-498.

Ambrose, M.L., Arnaud, A., & Schminke, M. (2008). Individual moral development and ethical climate: The influence of Person-Organization fit on job attitudes. *Journal of Business Ethics, 77,* 323-334.

Ambrose, M. L., & Schminke, M. (2007). Examining justice climate: Issues of fit, simplicity, and content. In F. Dansereau, & F. J. Yammarino (Eds.), *Research in Multilevel Issues*, vol. 6, 397-413, New York: Elsevier.

Schminke, M., Arnaud, A. U., & Kuenzi, M. (2007). The power of ethical work climates. *Organizational Dynamics, 36*, 171–186.

Alder, G. S., Schminke, M., & Noel, T. W. (2007). Employee reactions to potentially invasive HR Practices: Invasion of privacy or useful tools? *Journal of Business Ethics, 75*, 201-214.

Arnaud, A., & Schminke, M. (2007). Ethical work climate: A weather report and forecast. In S. W. Gilliland, D. D. Steiner, & D. P. Skarlicki (Eds.), *Research in Social Issues in Management, Volume 5: Managing Social and Ethical Issues in Organizations*. Chapter 6, 181-227. Greenwich, CT: IAP.

Neubaum, D., Mitchell, M., & Schminke, M. (2004). Firm newness, entrepreneurial orientation, and ethical climate. *Journal of Business Ethics, 52,* 335-347.

Schminke, M. (2004). From the editors: Raising the bamboo curtain. *Academy of Management Journal*, *47*, 310-314.

Schminke, M., & Arnaud, A. (2004). Organizational justice. In J. M. Burns, G. R. Goethals, & G. J. Sorenson (Eds.), *Encyclopedia of Leadership* (pp. 1124-1129). Great Barrington, MA: Berkshire Publishing.

Ambrose, M. L., & Schminke, M. (2003). Organization structure as a moderator of the relationship between procedural justice, interactional justice, perceived organizational support, and supervisory trust. *Journal of Applied Psychology, 88*, 295-305.

Schminke, M. and Mitchell, M. (2003). From the editors: In the beginning... *Academy of Management Journal, 46*, 279-282.

Schminke, M., Ambrose, M. L., & Miles, J. A. (2003). Ethical frameworks: An examination of sex differences, setting, and accuracy of perceptions. S*ex Roles, 48*, 361-375.

Schminke, M. & McCardle, J. G. (2003). Back to the future: A classical consideration of the impact of technology on human resource management. In E. Salas (Ed.), *Advances in Human Performance and Cognitive Engineering Research, 3*, 187-205.

Schminke, M., Cropanzano, R., & Rupp, D. (2002). Organization structure and fairness perceptions: The moderating effect of organizational level. *Organizational Behavior and Human Decision Processes, 89*, 881-905.

Schminke, M. (2002). From the editors: Tensions. *Academy of Management Journal, 45*, 487-490.

Schminke, M., Wells, D. L., Pereyfitte, J. A., & Sebora, T. C. (2002). Leadership and ethics in work groups: A longitudinal assessment. *Group and Organization Management, 27,* 272-293.

Seabright, M. A. and Schminke, M. (2002). Immoral imagination and revenge. *Journal of Business Ethics. 38*, 19-31.

Ambrose, M. L., Seabright, M., & Schminke, M. (2002). Sabotage in the workplace: The role of organizational injustice. *Organizational Behavior and Human Decision Processes, 89*, 947-965.

Wells, D. L., and Schminke, M. (2001). Ethical development and human resources training: An integrative framework. *Human Resource Management Review, 11*, 135-158.

Cropanzano, R., Rupp, D. E., Mohler, C. J., & Schminke, M. (2001). Three roads to organizational justice. *Research in Personnel and Human Resource Management, 20*, 1-113.

Schminke, M. (2001). Considering the business in business ethics: An exploratory study of the influence of organizational size and structure on individual ethical predispositions. *Journal of Business Ethics. 30*, 375-390.

Ambrose, M. L., & Schminke, M. (2001). Are flexible organizations the death knell for the future of procedural justice?. In R. Cropanzano (Ed.) *Justice in the workplace (Vol. 2): From theory to practice* (pp. 229-244). Hillsdale, NJ: Erlbaum.

Schminke, M., Ambrose, M. L., and Cropanzano, R. (2000). The effect of organizational structure on perceptions of fairness. *Journal of Applied Psychology, 85*, 294–304.

Cropanzano, R., and Schminke, M. (2000). Using social justice to build effective work groups. In Turner, M. (Ed.) *Groups at work: Theory and research* (pp. 143-171). Hillsdale, NJ: Erlbaum.

Cropanzano, R., Aguinis, H., Schminke, M., & Denham, D. L. (1999). Disputant reactions to managerial conflict resolution tactics: A comparison among Argentina, the Dominican Republic, Mexico, and the United States. *Group and Organization Management, 24*, 124-154.

Ambrose, M. L., & Schminke, M. (1999). Sex differences in business ethics: The importance of perceptions. *Journal of Managerial Issues, 21*, 454-474.

Schminke, M., and Wells, D. L. (1999). Group processes and performance and their effects on individuals' ethical frameworks. *Journal of Business Ethics, 18*, 367-381.

Schminke, M. (1998). *Managerial ethics: Moral management of people and processes* (Ed.), Hillsdale, NJ: Erlbaum.

Schminke, M. (1998). Management and ethics: Distant neighbors in the workplace. In M. Schminke (Ed.) *Managerial ethics: Moral management of people and processes* (pp. 1-11). Hillsdale, NJ: Erlbaum.

Schminke, M. (1998). The magic punchbowl: A nonrational model of ethical management. In M. Schminke (Ed.) *Managerial ethics: Moral management of people and processes* (pp. 197-214). Hillsdale, NJ: Erlbaum.

Schminke, M., Ambrose, M. L., and Noel, T. W. (1997). The effect of ethical frameworks on perceptions of organizational justice. *Academy of Management Journal, 40*, 1190-1207.

Schminke, M. (1997). Gender differences in ethical frameworks and evaluation of others' choices in ethical dilemmas. *Journal of Business Ethics, 16*, 55-65.

Schminke, M., and Ambrose, M. L. (1997). Asymmetric perceptions of ethical frameworks of men and women in business and nonbusiness settings. *Journal of Business Ethics, 16*, 719-729.

Schminke, M. (1994). Strategic response hierarchies as reaction to environmental threat. *Journal of Business Strategies, 11,* 19-35.

Schminke, M. (1993). Consequences of power in the organization: Understanding the turnover decision. *Journal of Applied Social Psychology, 23*, 52-78.

Schminke, M., and Lemke, D. K. (1993). A multi-industry contingency model of R&D intensity in declining organizations. *Journal of High Technology Management Research, 4,* 211-234.

Schminke, M. (1992). A dispositional approach to understanding individual power in organizations. *Journal of Business and Psychology, 7,* 63-79.

Lemke, D.K., and Schminke, M. (1991). Ethics in declining organizations. *Business Ethics Quarterly, 1*, 235-248.

Schminke, M. (1990). Computer-based job simulation: A complementary approach to organizational research. *Journal of Business and Psychology, 4*, 293-315.

Goodman, P.S., Ravlin, E., and Schminke, M. (1987). Understanding groups in organizations. *Research in Organizational Behavior, 9*, 121-173.

(Reprinted in L. L. Cummings & B. M. Staw, (Eds.) *Leadership, participation, and group behavior* (1990, pp. 333-385). Greenwich, CT: JAI Press.)

Chapman, S., and Schminke, M. (1986). Toward a theoretical model of Just-In-Time manufacturing. *Operations Management Review, 4*, 32-36.

Schminke, M. (1985). Demographic factors and the prediction of absenteeism. In Goodman, P.S. (Ed.) *Analysis of Miners' Job Attendance Behavior and its Relationship to Miners' Accidents and Injuries*, Bureau of Mines, U.S. Department of the Interior, 171-188.

WORK IN PROGRESS

Schminke, M., & Johnson, M. The quality leadership index.

Taylor, R., & Schminke, M. Compassion in organizations.

Ambrose, M. L. & Schminke, M. Assessing justice: An examination of indirect, direct, and global measures.

Mitchell, M.E., Priesemuth, M., Vogel, R., & Schminke, M. An examination of the relationship between supervisor abuse and subordinate deviance and the moderating effects of work environment structure.

Mitchell, M., Priesemuth, M., Schminke, M., & Vogel, R. M. Responding to abusive supervision with coworker-directed deviance: A test of competing predictions on the moderating role of organizational structure.

Schminke, M., Mitchell, M., & Palmer, N. P. Ethical efficacy: Theory, scale development, and validation.

Mitchell, M., Palmer, N. P., & Schminke, M. The mediating role of ethical efficacy in the relationship between ethical leadership and employee behavior.

PUBLICATIONS: PROCEEDINGS

Ambrose, M. L., Seabright, M., and Schminke, M. (2000). Sabotage at work: The role of organizational justice. Proceedings of the 12th Annual Meeting of the International Association for Business and Society.

Lemke, D. K., Schminke, M., Clark, N. E., and Muir, P. (1999). Whither goest thou? Seeking trends in organization theory into the new millennium. Best Papers Proceedings of the Annual Meeting of the Academy of Management.

Schminke, M. (1999). Putting the business back in business ethics: The effect of organization size and structure on individual ethical frameworks. Proceedings of the 11th Annual Meeting of the International Association for Business and Society.

Schminke, M., and Wells, D. (1995). Group processes and performance and their effect on individuals' ethical frameworks. Proceedings of the Second Annual International Conference Promoting Business Ethics.

Schminke, M., and Wells, D. (1995). Group processes and performance and their effect on individuals' ethical frameworks. Proceedings of the Second Annual International Conference Promoting Business Ethics.

Schminke, M. (1991). Power in organizations. Proceedings of the Annual Meeting of the NE Decision Sciences Institute. Decision Sciences Institute, Pittsburgh, PA. (Finalist for the Robert W. Pearson Award for the Outstanding Contribution to Theory.)

Chapman, S., and Schminke, M. (1988). Organization theory and implementing JIT: Understanding why as well as what and how. In Hoy, F. (Ed.) Best Papers Proceedings of the Annual Meeting of the Academy of Management, Academy of Management, 303-307.

Schminke, M., and Chapman, S. (1986). A theoretical model of JIT. Best Papers Proceedings of the 1986 Annual Meeting of the Decision Sciences Institute, 1132-1134.

PAPER PRESENTATIONS

Priesemuth, M., & Schminke, M. (2015) When it's so hard to forgive: The moderating role of overall justice climate. Paper presented at the annual meeting of the Academy of Management, Vancouver, BC.

Priesemuth, M., & Schminke, M. (2015) Prosocial responses to supervisor mistreatment: The importance of overall justice. Paper presented at the conference of the Society for Industrial & Organizational Psychology, Philadelphia, PA.

Wo, D., Ambrose, M.L., & Schminke, M. (2014). Trickle-up effects: How customer deviance behavior influences employee deviance behavior. Paper presented at the Annual Meeting of the Academy of Management, Philadelphia, PA.

Priesemuth, M., Schminke, M., Ambrose, M.A., & Folger, R. (2013). Abusive supervision climate: A multiple mediation model of its impact on group & individual outcomes. Paper presented as part of Showcase Symposium at the Annual Meeting of the Academy of Management, Orlando, FL.

Wo, D., Ambrose, M.L., & Schminke, M. (2012). What drives trickle-down effects of interpersonal justice? A test of four mechanisms. Paper presented at the Annual Meeting of the Academy of Management, Boston, MA.

Cojuharenco, I., Shteynberg, G., Gelfand, M., & Schminke, M. (2011). Self-construal and unethical behavior. Paper presented at the annual meeting of the Southern Management Association.

Priesemuth, M., Arnaud, A., & Schminke, M. (2011). The impact of justice climate on unethical behavior: The moderating role of functional dependence. Paper presented in a Cross Divisional Paper session at the 2011 Academy of Management Annual Meeting, San Antonio, TX.

Mitchell, M.E., Priesemuth, M., Schminke, M. & Vogel, R. (2011). An examination of the relationship between supervisor abuse and subordinate deviance and the moderating effects of work environment structure. Paper

presented at the annual meeting of the Academy of Management, San Antonio.

Ambrose, M. L., & Schminke, M. (2010). Measuring justice: An examination of indirect, direct, and global measures of justice. Paper presented as part of the Issues in the Measurement of Organizational Justice showcase symposium at the annual meeting of the Academy of Management, Montreal.

Shin, J., Shapiro, D. L., & Schminke, M. (2009). When are leaders reluctant to empower?: An empirical investigation. Paper presented at the annual meeting of the Academy of Management, Chicago.

Mitchell, M. S., Schminke, M., Ambrose, M. L., & Palmer, N. F. (2009). A multi-level analysis of abusive supervision, employee discretionary behaviors and ethics orientation. Paper presented as part of the New Developments in Abusive Supervision Research symposium at the annual meeting of the Academy of Management, Chicago.

Schminke, M., Caldwell, J., & Vestal, A. (2009). Revisiting the garbage can model of ethical decision making in organizations. Paper presented as part of the Behavioral Ethics: Linking Managerial Ethics and Corporate Social Responsibility symposium as part of the Theme Track at the Society for Industrial and Organizational Psychology (SIOP) annual meeting, New Orleans.

Kuenzi, M. & Schminke, M. (2008).Testing an integrated model of work climate. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.

Arnaud, A., & Schminke, M. (2008). Ethical work climates: A nomological network approach to the study of a construct. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.

Mayer, D., Ambrose, M. L., & Schminke, M. (2008). Injustice on the loose: The gift that keeps on giving. Paper presented at the International Justice Roundtable, Lisbon, Portugal.

Ambrose, M. L., Schminke, M., & Kuenzi, M. (2008). Effects of justice identification and moral identity on fairness behavior. Presented at the annual meeting of the Society of Industrial and Organizational Psychology, San Francisco, April.

Ambrose, M. L., & Schminke, M. (2007). Roadblocks to justice: A four-component model of fair behavior. Presented at the Society for Organizational Behavior, October.

Mayer, D., Schminke, M., Trevino, L., Shapiro, D., & Harned, P. (2007). Under pressure: Do ethical leaders help employees blow the whistle? Presented as part of a Showcase Symposium, Theoretical advances and new construct developments in ethical decision making, at the annual meeting of the Academy of Management, Philadelphia.

Ambrose, M. L., & Schminke, M. (2007). Why do people behave unfairly? Presented at the Workshop on Research Advances in Organizational Behavior, Human Resources Management, and Corporate Social Responsibility. University of Toulouse 1, Toulouse, France.

Ambrose, M. L., & Schminke, M. (2006). Roadblocks to justice: A four-component model of fair behavior. International Roundtable on Innovations in Organizational Justice, Tucson, AZ.

Schminke, M. & Arnaud, A. (2006). Ethics, values and organizational justice: Individuals, organizations and beyond. Presented as part of an All-Academy Symposium, Using Organizational Justice to Promote the Public Good at the annual meeting of the Academy of Management, Atlanta.

Schminke, M., & Kuenzi, M. (2006). The effect of leader-driven organizational values and individual values on climate strength. Presented as part of the Leadership, ethics, and integrity symposium at the annual meeting of the Academy of Management, Atlanta.

Arnaud, A., & Schminke, M. (2006) Ethical climate and organizational deviance. Presented as part of the Ethics and workplace deviance: An integrative approach to examining unethical decisions and behavior symposium at the annual meeting of the Academy of Management, Atlanta.

Ambrose, M. L., & Schminke, M. (2006). An examination of overall justice. Presented at the annual meeting of the Society of Industrial and Organizational Psychology, Dallas.

Ambrose, M. L., & Schminke, M. (2005). Overall justice: Some empirical observations. Presented at the annual Society of Organizational Behavior meeting, Minneapolis.

Arnaud, A., Ambrose, M. L., & Schminke, M. (2005). Ethical work climate: A fresh breeze in sight. Paper presented at the annual meeting of the Academy of Management, Honolulu.

Dickson, D., Ford, R. C., & Schminke, M. (2005). Exposing the Open Secret: Investigating the Janus Effect for Customer Contact Employees in Ambiguous Jobs. Paper presented at the Frontiers of Service conference, Phoenix.

Arnaud, A., Ambrose, M. L., & Schminke, M. (2004). A psychological process model of ethical work climate. Presented as part of the Ethical Work Climate: A Weather Forecast symposium at the annual meeting of the Academy of Management, New Orleans.

Cropanzano, R. S., Schminke, M., Paddock, L., Rupp, D. (2004). Revisiting the structure of overall organizational Justice. Paper presented as part of the Victims' Responses to Injustice: New Frontiers in Workplace Justice symposium at the Society for Industrial and Organizational Psychology (SIOP) annual meeting, Chicago.

Arnaud, A., Ambrose, M. L., & Schminke, M. (2002). Individual moral development and ethical climate: The influence of P-O fit on job attitudes. Presented at the annual meeting of the Academy of Management, Denver.

Schminke, M., & Cropanzano, R. (2002) Organization structure and fairness perceptions: The moderating effects of organization level. Paper presented as part of the Multifoci Justice: Empirical Tests and Conceptual Advances symposium at the Society for Industrial and Organizational Psychology (SIOP) annual meeting, Toronto.

Seabright, M. A., & Schminke, M. (2001). Immoral imagination. Paper presented at the Santa Clara University "At Our Best: Moral Lives in a Moral Community" Conference. Santa Clara, CA.

Ambrose, M. L., and Schminke, M. (2000). Organization structure as a moderator of the relationship between procedural/interactional justice and overall fairness judgments. Paper presented at the annual meeting of the Academy of Management, Toronto.

Seabright, M., Ambrose, M. L., and Schminke, M. (2000). Two images of workplace sabotage: Hot and cold deviance. Paper presented at the annual meeting of the Academy of Management, Toronto.

Schminke, M., and Ambrose, M. L. (2000). Entrepreneurship and ethics: A multi-level analysis. Paper presented at the annual meeting of the Academy of Management, Toronto.

Ambrose, M. L., Seabright, M., and Schminke, M. (2000). Sabotage at work: The role of organizational justice. Paper presented at the annual meeting of the International Association for Business and Society, Essex Junction, VT.

Lemke, D. K., Schminke, M., Clark, N. E., and Muir, P. (1999). Whither goest thou? Seeking trends in organization theory into the new millennium. Paper presented at the annual meeting of the Academy of Management, Chicago.

Schminke, M. (1999). Putting the business back in business ethics. Paper presented at the annual meeting of the International Association for Business and Society, Paris.

Ambrose, M. L., Seabright, M., and Schminke, M. (1999). Sabotage in the workplace: The role of fairness. Paper presented as part of the Organizational justice: Construct explication and conceptual advances symposium at the Society for Industrial and Organizational Psychology (SIOP) annual meeting, Atlanta.

Wells, D. and Schminke, M. (1999). Leadership and ethics in work groups: A longitudinal assessment. Paper presented at the national meeting of the Academy of Business Administration, Reno.

Ambrose, M. L., and Schminke, M. (1998). Procedural justice in the 2st1 Century. Paper presented as part of the Justice beyond 2000 symposium at the annual meeting of the International Society of Justice Research, Denver.

Schminke, M. (1997). Organizational size, structure, and individual ethical predispositions. Paper presented at the annual meeting of the Academy of Management, Boston, MA.

Schminke, M., Ambrose, M. L., and Miles, J. A. (1997). Ethical frameworks: An examination of sex differences, setting, and accuracy of perceptions. Paper presented at the annual meeting of the Academy of Management, Boston, MA.

Schminke, M. (1996). Organizational size, structure, and perceptions of fairness. Paper presented as part of the Justice and fairness in organizations symposium at the annual meeting of the Academy of Management, Cincinnati, OH.

Cropanzano, R., Aguinis, H., Schminke, M., and Denham, D. L. (1996). Disputant reactions to managerial conflict intervention strategies: A comparison among Argentina, the Dominican Republic, Mexico, and the United States. Paper presented as part of the Justice and fairness in organizations symposium at the annual meeting of the Academy of Management, Cincinnati, OH.

Schminke, M., and Wells, D. (1995). Group processes and performance and their effect on individuals' ethical frameworks. Presented at the Annual International Conference Promoting Business Ethics, New York, New York.

Schminke, M., Ambrose, M. L., and Noel, T. W. (1994). The effect of ethical frameworks on perceptions of organizational justice. Paper presented as part of the Beyond individual justice: A multi-level look at the role of organizational fairness symposium at the annual meeting of the Academy of Management, Dallas, TX.

Schminke, M., and Lemke, D. K. (1992). R&D intensity in declining organizations: A multi-industry analysis. Paper presented at the annual meeting of the Academy of Management, Las Vegas, NV.

Schminke, M. (1992). Gender differences and ethical frameworks in business and nonbusiness settings: A study of asymmetric perceptions. Paper presented as part of the Justice, gender, and culture symposium at the annual meetings of the Academy of Management, Las Vegas, NV.

Schminke, M. (1991). Ethics and equity: A study of ethical theoretic aptitudes and gender. Paper presented as part of an invited symposium Organizational fairness: The role of justice in organizations at the MPA annual meeting, Chicago, IL.

Schminke, M. (1991). Power in organizations. Paper presented at the annual meeting of the NE Decision Sciences Institute, Pittsburgh, PA. (Finalist

for the Robert W. Pearson Award for the Outstanding Contribution to Theory.)

Schminke, M., and Lemke, D. K. (1990). Effective organizations in declining markets: A question of appropriate structure. Paper presented at the annual meeting of the Academy of Management, San Francisco, CA.

Lemke, D.K., and Schminke, M. (1989). Declining ethics in declining organizations. Paper presented at the annual meeting of the Academy of Management, Washington, D.C.

Chapman, S., and Schminke, M. (1988). Organization theory and implementing JIT: Understanding why as well as what and how. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.

Schminke, M. (1988). Consequences of power in a job simulation. Paper presented at the annual meeting of the Academy of Management, Anaheim, CA.

Schminke, M. (1987). A computer-based approach to job simulation. Paper presented as part of the New directions in organizational research symposium at the annual meeting of the Academy of Management, New Orleans, LA.

Schminke, M. (1987). Consequences of power in the organization. Paper presented at the annual meeting of the American Psychological Association, New York, NY.

Schminke, M., and Atkin, R. (1986). Computer-aided job simulation in the study of organizations. Paper presented at the annual meeting of the American Psychological Association, Washington, D.C.

SYMPOSIA AND OTHER CONFERENCE ACTIVITIES

(2015) SIM and ONE Division of the Academy of Management, Junior Faculty Consortium, Faculty Mentor at the annual meeting of the Academy of Management, Vancouver, BC.

(2015) Do we gain or lose by embracing stakeholders? Implications for management research and practice. Moderator for All-Academy Theme PDW at the annual meeting of the Academy of Management, Vancouver, BC.

(2015) Macro perspectives on behavioral (micro) ethics. Discussant for symposium at the annual meeting of the Academy of Management, Vancouver, BC.

(2014) Keynote speaker: SEE (sustainability, ethics, and entrepreneurship) Conference, Denver, CO. Title: What are we pretending not to know?

(2014) Invited colloquium panelist: Applying the lessons of markets to management. Strata Foundation, Springdale, UT.

(2013) The antecedents, management, and implications of unethical behavior at work. Pre-Academy panel participant. Annual meeting of the Academy of Management, Orlando, FL.

(2011) Ethics and Integrity in the Publishing Process: Mythology, Facts, and Solutions. Cross-division symposium organizer and discussant. Annual meeting of the Academy of Management, San Antonio, TX.

(2011) Caucus participant: East Meets West: Ethics in Teaching and Publishing. Annual meeting of the Academy of Management, San Antonio, TX.

(2009) Panel discussion: Ethics: How can we help organizations do the right thing? Panelist. The Society for Industrial and Organizational Psychology (SIOP) annual meeting, New Orleans.

(2009) Behavioral Ethics: Linking Managerial Ethics and Corporate Social Responsibility symposium. Session chair. The Society for Industrial and Organizational Psychology (SIOP) annual meeting, New Orleans.

(2008) Research advances in justice. Session chair and discussant. Workshop on Research Advances in Organizational Behavior, Human Resources Management, and Corporate Social Responsibility. University of Toulouse 1, Toulouse, France.

(2007) Symposium on behavioral ethics. Discussant. Annual meeting of the Academy of Management, Philadelphia.

(2007) Research advances in corporate social responsibility. Session chair and discussant. Workshop on Research Advances in Organizational Behavior, Human Resources Management, and Corporate Social Responsibility. University of Toulouse 1, Toulouse, France.

(2005) How to get lucky at major journals. Invited address and workshop (with Greg Northcraft), 26th annual IOOB conference, Indialantic, FL.

(2004) Ethical Work Climate: A Weather Forecast. Symposium co-organizer, co-chair, SIM Division, Academy of Management. (Symposium selected as spotlight symposium for SIM Division.)

(2002) Organizational ethics: Climate, leadership, and ethics programs. Session chair, Annual meeting of the Academy of Management, Denver.

(2002) Measuring and assessing ethics. Session facilitator, Annual meeting of the Academy of Management, Denver.

(2000) Organizational processes and organizational change. Session chair at the annual meeting of the Academy of Management, Toronto.

(1994) Beyond individual justice: A multi-level look at the role of organizational fairness. Co-chair of joint symposium--Conflict Management, Organization and Management Theory, and Organizational Behavior Divisions--at the annual meeting of the Academy of Management, Dallas, TX.

(1993) Exploring the pre- and post-acquisition context. Session chair at the annual meeting of the Academy of Management, Atlanta, GA.

(1987) New directions in organizational research. Symposium chair at the annual meeting of the Academy of Management, New Orleans, LA.

INVITED ACADEMIC PRESENTATIONS

(2015) Ethics research under VERY a big lens. St. Thomas University, Minneapolis, MN.

(2014) What are we pretending not to know? Keynote address at the SEE (sustainability, ethics, and entrepreneurship) Conference, University of Denver.

(2013) Understanding the publishing process at the Journal of Management. Academy of Management National Meetings, Orlando.

(2013) Publishing challenges in top-tier research. London School of Economics.

(2011) Reason and emotion in the ethical climate of organizations. Wake Forest University.

(2011) Suppose ethics really mattered. Wake Forest University.

(2010) Understanding the role of emotion in the ethical context of organizations. Universidade Catolica Portuguesa (Catholic University of Portugal), Lisbon.

(2010) Understanding the ethical context of organizations. Universitat Pompeu Fabra, Barcelona, Spain.

(2010) The Mythology of Ethics and Integrity in the Publishing Process. Keynote address at the International Association for Chinese Management Research, Shanghai, China

(2010) A dual core model of ethical work climate. Notre Dame University.

(2007) Emerging evidence on ethical work climates: Antecedents and consequences. Louisiana Tech University.

(2006) Ethical work climates: New insights and applications. University of Illinois, Champaign-Urbana.

(2006) Organizational structure, justice perceptions, and ethics. Presented to the ERC Fellows program, Ethics Resource Center, Washington, D.C.

(2006) Strategic stakeholder management. Invited address and workshop. IAE Toulouse University (France).

(2006) Overall justice: Some empirical observations. Instituto de Empresa, Madrid.

(2004) Publishing in the Academy of Management Journal: Strategies for non-North American authors. Invited address and workshop. Said Business School, Oxford University.

(2004) Publishing in North American empirical journals. Strategies for non-North American authors. Invited address and workshop. IESE School of Business, Barcelona.

(2004) Publishing empirical research in North American journals. Invited address to the Professional Development Workshop for European Academics. INSEAD Centre for the Management of Environmental and Social Responsibility, Fontainebleau, France

(2004) Publishing in the Academy of Management Journal: Strategies for non-North American authors. Invited address to the faculty of the Instituto de Empresa, Madrid, Spain.

(2004) The effect of leader moral development on ethical climate and employee attitudes. Invited address to the Department of Management and Organization, University of Washington, Seattle.

(2004) Publishing strategies for the Academy of Management Journal. Invited address to the Department of Management and Organization, University of Washington, Seattle.

(2004) Business ethics research: Trends, new directions, and opportunities. Invited address to doctoral seminar in management (Rob Folger, sponsor), UCF

(2003) Lifting the bamboo curtain: Understanding the publishing process at the Academy of Management Journal. Invited address to the Strategy Research Seminar Series, INSEAD, Fontainebleu, France.

(2003) Leadership and ethics. Invited address to the Creighton University Leadership Initiative, Omaha, NE.

(2002) Business ethics and management research: An integration. Invited address to the University of Nebraska College of Business Administration.

(2002) Research in business ethics: A bridging perspective. Invited address to the Accounting/MIS research seminar series, University of Central Florida College of Business Administration.

(1998) Research excellence in business and management. Invited address to the Fourth Annual Creighton College of Business Administration Colloquium.

(1996) Ethics in business, organizations, and research. Invited address as part of the Issues in Organizational Research Seminar Series, Department of Psychology, Colorado State University.

(1996) The effect of ethical frameworks on perceptions of organizational justice. Invited address for the Department of Management Speaker Series, College of Business and Administration, U. of Colorado at Boulder.

(1996) The role of research in maintaining teaching excellence. Invited panel speaker to the All-University Creighton Faculty Forum, Teaching and Research in the University.

(1996) Teaching and service in the College of Business Administration. Invited address to the First Annual Creighton College of Business Administration Colloquium.

(1994) Global competitive advantage and opportunities for the Dominican Republic. Presentation to the faculty and graduate college of Pontifica Universidad Catolica Madre y Maestra, Santiago, Dominican Republic.

(1994) Gender differences in organizational ethics: The role of perceptions. Joint seminar on Research in Organizations to the Colorado State University College of Business Administration and Department of Psychology.

(1994) Asymmetric perceptions of ethical frameworks in business and nonbusiness settings. Invited joint seminar on Research in Organizations to the Colorado State University College of Business Administration and Department of Psychology.

(1992) Diversification strategies in declining markets: An analysis of specialist and generalist approaches. University of Colorado - Boulder, College of Business and Administration.

(1991) Ethics and equity: A study of ethical theoretic aptitudes and gender. Paper presented as part of an invited symposium Organizational fairness: The role of justice in organizations at the MPA annual meeting, Chicago, IL

PROFESSIONAL PRESENTATIONS AND EDUCATIONAL PROGRAMS

(2015) Ethical work culture in the modern university. Presentation to the Administration & Finance group at UCF.

(2014) The power of ethical work culture. Presentation as part of the UCF College of Business Dean's Speaker Series (to local business executives).

(2010) The challenge of business ethics in today's marketplace. Workshop for Raytheon Missile Guidance Systems employees, Orlando, June.

(2010) Suppose business ethics really mattered? Workshop for Orlando-Orange County Expressway Authority officers and employees, May.

(2010) Managing ethics in tough times. Presentation to Raytheon Emerging Managers Program, Orlando, February.

(2010) We goofed, now what? Recovering from ethical failure. Presentation to the Ethics Resource Center Fellows Program, Washington, D. C., January.

(2009) Ethics in today's marketplace. Presentation for HR executives and EDC Partners, Executive Development Center, UCF, November.

(2009) Business ethics: How to know when you've crossed the line. Presentation to the American Staffing Association convention, Orlando, October.

(2009) Validating the Ethics Resource Center's model for building an ethically healthy organization. Panelist, Best Practices Forum, Defense Industry Initiative on Business Ethics and Conduct, Washington, D.C., June.

(2009) Supervisors and support: Critical levers for creating and maintaining ethical organizations. ERC Fellows Special Topics Webcast, May.

(2009) Supervisors and support: Important levers for creating and maintaining ethical organizations. Presentation to the Ethics Officers Conference of BAE Systems. Richmond, VA, April.

(2009) Business ethics in a complicated world. Presentation to the management and employee retreat of Catholic Charities of Central Florida, February.

(2009) Supervisors and ethical support: An exploratory analysis of organizational consequences. Presented to the ERC Fellows program, Ethics Resource Center, Washington, D.C., January.

(2006) Program guest on "Business Brunch," a one-hour radio discussion and call-in show, with feature topic of business ethics.

(2004) Faculty participant in UCF production of "Faculty Lounge," cable television program. Two 30 minute one-on-one interviews aired on local PBS.

(2004) Ethical leadership in business. Presentation to the Downtown Rotary Club, Orlando.

(2002) Developments in business ethics. Presentation to the Dean's Executive Council, College of Business, UCF.

(1999) Ethics in purchasing management. Presentation and workshop for the Nebraska Society of Purchasing Managers.

(1998) Creighton University's Semestre Dominicano: A life-defining experience. Workshop presentation to the AACSB (The International Association for Management Education) Continuous Improvement Symposium, Dallas.

(1998) Fast, flat, and flexible: Shaping old structures to fit a new world. Anatomy, Cell Biology, and Neuroscience Chairs Conference. Lanai, HI.

(1998) Managing Generation X: Attracting and retaining the best and brightest. Invited presentation to the Governor's Summit on Workforce Development, Lincoln, NE.

(1998) Leadership and teamwork in graduate education. Creighton University MBA orientation seminar series.

(1997) Strategic management and vision in a changing world: Korean and international telecommunications. SK Telecom Executive Training Program, University of Colorado at Boulder.

(1997) Business ethics: 2000 and beyond. Presentation to the Rotary Club of Omaha.

(1997) Ethics in government and human resource management. Presentation to the City of Omaha Personnel Department annual retreat.

(1997) Leadership, vision, and planning for change in a high velocity environment: Strategic analysis in the international telecommunications

industry. DACOM Executive Education Program, The Economics Institute, University of Colorado at Boulder.

(1997) Business and management ethics in the 90's. Presentation as part of the Ethics in the Professions series of the Golden K Kiwanis, Omaha.

(1997) Suppose ethics mattered. Presentation to the Human Resource Association of the Midlands (Regional Chapter of the Society for Human Resource Management), Omaha.

(1996) Strategy, structure, and competitive issues in international business. Invited address to Hyundai Executive Training Program, The Economics Institute, University of Colorado at Boulder.

(1996) Separating molehills from mountains: Preventing company—and family—crises through leadership and communication. Seminar on detecting and managing structural misfit, presented to business owners through the Creighton University Center for Family Business.

(1994-1995) Leadership and Strategic planning: A view from the top. Series of presentations on leadership, managing change, communication, and strategic management, to the Office of the Mayor of the City of Omaha, City Administrative Executives, and Senior & Command Staff of the Omaha Police Department.

(1994) Strategic planning: The key to survival--and success—in turbulent times. Seminars on leadership, communication, change management and strategic planning to emerging leaders through the Creighton University Center for Family Business.

The DOs and DON'Ts of effective case analysis. Annual presentation, part of Creighton University MBA orientation seminar series.

(1993) Corporate downsizing: Doing more with less. Presentation to the Credit and Financial Development Division of the National Association of Credit Managers, Omaha.

(1992) Trouble in the boardroom? Ethical perceptions of men and women in organizations. Presentation to the American Society of Women Accountants, Omaha.

(1992) Computer-based management simulations. Presentation as part of the New Teaching Strategy: The Electronic Classroom symposium at the Creighton University Instructional Technology Center, Omaha.

(1991) Successful strategic business plans for the new and small business. Presented at the U.S. Small Business Administration Minority Enterprise Development Conference, Omaha.

RESEARCH & SERVICE AWARDS, HONORS, AND GRANTS

(2015) UCF College of Business Excellence in Research Award

(2014-2015) *Research Incentive Award*, University of Central Florida.

(2012-13) UCF College of Business Sabbatical (competitive).

(2010) Named Academic Vice Chair of the ERC Fellows Program of the Ethics Resource Center, Washington, D.C.

(2009-10) *Research Incentive Award*, University of Central Florida.

(2009) Recognized by UCF President M. Hitt for research accomplishments and induction into the Society for Organizational Behavior, Board of Regents Meeting, Orlando, November.

(2009) Inducted into the Society for Organizational Behavior.

(2006) Named an Academic Fellow of the Ethics Resource Center, Washington, D.C.

(2005-06) UCF College of Business Sabbatical (competitive).

(2005) UCF College of Business Summer Research Grant (competitive).

(2004-2005) *Research Incentive Award*, University of Central Florida.

(2003) *Distinguished Researcher Award*, College of Business, University of Central Florida.

(2003) *Carl H. Galloway Award for Excellence in Research*, Department of Management, University of Central Florida.

(2002) *Carl H. Galloway Award for Excellence in Service*, Department of Management, University of Central Florida.

(2001) *Outstanding Reviewer Award* – Best overall reviewer among Academy of Management Journal Editorial Board members, selected by AMJ Editorial Team.

(2001) *Carl H. Galloway Award for Excellence in Research,* College of Business, University of Central Florida.

(2001) *Carl H. Galloway Award for Excellence in Research*, Department of Management, University of Central Florida.

(2000) *Outstanding Reviewer Award* – Best overall reviewer among Academy of Management Journal Editorial Board members, selected by AMJ Editorial Team.

(2001) UCF College of Business Summer Research Grant (competitive).

(2000) UCF College of Business Summer Research Grant (competitive).

(1998) *Excellence in Research Award* -- Creighton University College of Business Administration, selected by faculty research committee.

(1998) *IABS Paper of the Year Award* nominee, for Schminke, M., Ambrose, M. L., and Noel, T. W. (1997). The effect of ethical frameworks on perceptions of organizational justice. Academy of Management Journal, 40(5), 1190-1207.

(1998) *Robert B. Daugherty Endowed Chairholder* in Managerial Ethics, Creighton University College of Business Administration.

(1997) Recognized by the Organization and Management Theory Division of the Academy of Management for outstanding reviewing service (top 5%) over the past decade.

(1996) Faculty research leave grant (competitive) -- Creighton University.

(1996) *Outstanding Service Award* -- Special commendation from the Omaha Police Department.

(1995) *Excellence in Service Award* -- Creighton University College of Business Administration, inaugural year of award, selected by faculty committee.

(1995) *Webber Seavey Award* for Quality in Law Enforcement for the Omaha Policing Strategic Plan, international semifinalist (top 25 across five nations), selected and presented by the International Association of Chiefs of Police. (See Professional Activities and Service section below.)

(1995) Inducted into *Phi Beta Delta* Research Honor Society for International Scholars.

(1994) Creighton University Faculty Summer Fellowship Award (competitive).

(1993) Creighton University Graduate Faculty Development Fund Grant (competitive).

(1991) *Robert W. Pearson Award* for the Outstanding Contribution to Theory at the Annual Meeting of the NE Decision Sciences Institute, Conference Finalist.

(1991) Creighton University Faculty Summer Fellowship Award (competitive).

(1987) Recognized for research, University of Iowa Annual Faculty Convocation.

(1987) University of Iowa Old Gold Research Grant (competitive).

(1987) University of Iowa College of Business, Department of Management Sciences Summer Grant (competitive).

(1986) University of Iowa College of Business, Department of Management Sciences Summer Grant (competitive).

TEACHING AWARDS AND HONORS

(2009-2010) *Teaching Incentive Program* Award, University of Central Florida

(2009) Recognized by UCF President M. Hitt for teaching and mentoring accomplishments, Board of Regents Meeting, Orlando.

(2009) Conference of Southern Graduate Schools (CSGS) "Outstanding Mentor Award," University of Central Florida nominee.

(2009) All-University *Excellence in Mentoring Doctoral Students Award.* Inaugural recipient, University of Central Florida.

(2004-2005) *Teaching Incentive Program* Award, University of Central Florida

(2004) *Galloway Award for Exemplary Graduate Teaching*, Department of Management, University of Central Florida.

(2003) *Excellence in Graduate Teaching*, College of Business, University of Central Florida.

(2001) *Galloway Award for Exemplary Graduate Teaching*, Department of Management, University of Central Florida.

(2000) *Galloway Award for Exemplary Undergraduate Teaching,* Department of Management, University of Central Florida.

(1999) *Robert F. Kennedy Teaching Award,* presented by the Creighton University Student Board of Governors. College of Business Administration nominee, University finalist.

(1997) *Professor of the Year* -- Creighton University College of Business Administration, selected by senior class.

(1997) *Teaching for Tomorrow Award* – Creighton University College of Business Administration nominee for Omicron Delta Kappa (National Leadership Honor Society) and Alpha Sigma Nu (National Jesuit Honor Society) student-nominated teaching award. University finalist.

(1995) *Don Beck Award for Excellence in Teaching* -- Creighton University College of Business Administration, inaugural year of award, selected by faculty.

(1995) *Professor of the Year* -- Creighton University College of Business Administration, selected by senior class.

(1993) *Professor of the Year* -- Creighton University College of Business Administration, selected by senior class.

(1993) *Burlington Northern Faculty Achievement Award* -- Creighton University Teacher of the Year, College of Business Administration nominee.

(1992) *Professor of the Year* -- Creighton University College of Business Administration, selected by senior class.

PROFESSIONAL ORGANIZATION MEMBERSHIPS

Academy of Management

Society for Business Ethics

Society for Organizational Behavior

Society for Industrial and Organizational Psychology

American Psychological Association

PROFESSIONAL ACTIVITIES AND SERVICE: ACADEMIC

Editorial Service

(2011-2014) Associate Editor, *Journal of Management* (assignment of new manuscripts formally ended 2014)

(2010-present) Editorial Board, *Organizational Behavior and Human Decision Processes*

(2014-2015) Ad Hoc Reviewer: *Academy of Management Journal, Journal of Applied Psychology, Organization Science, Journal of Business Ethics, Business Ethics Quarterly.*

(2012-2014) Guest Editor, special issue on Behavioral Ethics, Organizational Behavior and Human Decision Processes.

(2006-2011) Associate Editor, *Business Ethics Quarterly*

(2010-2011) Guest editor, Special Editor's Forum on Research and Professional Ethics, *Management and Organization Review*

(2001-2005) Associate Editor, *Academy of Management Journal*

(1999-2001) Editorial Board, *Academy of Management Journal.*

(2005-2008) Editorial Board, *Journal of Management*

(2005-2006) Editorial Board, *Business Ethics Quarterly*

(2005-present) Scientific Committee of the *Responsible Enterprise Review*, Toulouse, France.

(2004) Editor's panel. *AMJ* representative to the OB/OMT doctoral consortium and junior faculty workshop joint session. Annual meeting of the Academy of Management, New Orleans.

(2004) Ask the editors panel. *AMJ* representative to the Southwest Academy of Management meetings, Orlando.

(2003) Ask the editors. Feature session at the Southern Management Association meetings, Clearwater Beach, FL.

(2003) Editor's panel. *AMJ* representative to the OB/OMT/OCD doctoral consortium/junior faculty workshop. Annual meeting of the Academy of Management, Seattle.

(2003) Meet the editors. Panel discussion with Academy of Management journal editors. Annual meeting of the Academy of Management, Seattle.

(2002) Editor's panel. *AMJ* representative to the OB/OMT/OCD doctoral consortium/junior faculty workshop. Annual meeting of the Academy of Management, Denver.

(2002) *AMJ* reviewing workshop. Roundtable chair, Annual meeting of the Academy of Management, Denver.

(2002) Editor's panel. *AMJ* representative to the Western Academy of Management editor's panel, Santa Fe.

(2001) Editor's panel. *AMJ* representative to the Southern Management Association editor's panel, New Orleans.

(2001) Editor's panel. *AMJ* representative to the OM Division doctoral consortium at the annual meeting of the Academy of Management, Washington, D. C.

(2001) *AMR-AMJ* reviewing workshop. Roundtable chair (*AMJ* representative) for the BPS Division workshop at the annual meeting of the Academy of Management, Washington, D.C.

Editorial reviewer for:

Allyn & Bacon	Lawrence Erlbaum Asso.	Oxford University Press
Dryden	Macmillan	SRA
Irwin	McGraw-Hill	West

Department, College, and Other Service

(2013-2015) Dissertation chair, Regina Taylor

(2013-2015) Dissertation committee member, David Wo

(2013-2015) Dissertation committee member, Chaim Letwin

(2014-2015) Chair, search committee for Crotty Chair in Finance.

(2014-2015) Chair, search committee for asso/full position in Management.

(2014-2015) Member, search committee for asst/asso position in Management.

(2014-2015) Executive committee member, Society for Organizational Behavior.

(2014-2015) Member, Management Department Strategic Planning Committee

(2014-2015) Member, College of Business Research Committee

(2014-2015) Member, Management Department P&T Committee

(2014-2015) Chair, Management Department Doctoral Comprehensive Exam Committee

(2014-2015) UCF Faculty Senate Graduate Council member

(2015) ONE & SIM Junior Faculty Consortium: Panelist/discussant. Annual meeting of the Academy of Management, Vancouver, Canada.

(2015) Media interview: BBC Capital: I/O psychology and workplace ethics.

(2010-2013) Academic Vice Chair of the ERC Fellows Program of the Ethics Resource Center, Washington, D.C.

(2006-2013) Academic Fellow of the Ethics Resource Center, Washington, D.C.

(2011) ONE & SIM Junior Faculty Consortium: Panelist/discussant. Annual meeting of the Academy of Management, San Antonio, TX

(2011) National Business Ethics Survey Advisory Group Member, Ethics Resource Center, Washington, D.C.

(2011) Academy of Management Caucus on Teaching and Research Ethics in an International Environment: Invited panelist (JOM & BEQ representative).

(2011) Academy of Management Video Series on Professional Ethics: Interviewee (JOM representative).

(2007-2010) Chair, Ethics Education Committee, Academy of Management

(2010) WMFE radio interview: Student integrity and testing practices.

(2010) Co-chair, PDW workshop: Improve your chances of publishing in the very best journals! Understanding professional ethics and standards in management research. International Association of Chinese Management Research, Shanghai, China.

(2010) Presenter, PDW workshop: Improve the Profession and Your Career by Becoming a Master Reviewer. International Association of Chinese Management Research, Shanghai, China.

(2009) Faculty mentor, ONE/SIM Junior Faculty Consortium, Annual meeting of the Academy of Management, Chicago.

(2009) Ethics in the research and publishing process. Series of doctoral consortia workshops, Annual meeting of the Academy of Management, Chicago.

(2008) SIM & ONE Professional Development Workshop: Manuscript Development Workshop. Annual meeting of the Academy of Management, Anaheim.

(2008) SIM Division Junior Faculty consortium. Panelist on publishing and the tenure process. Annual meeting of the Academy of Management, Anaheim.

(2007-2008) Advisory Group for the National Business Ethics Survey, Ethics Resource Center, Washington, D. C.

(2008) Chair, Newman Award Committee, Academy of Management

(2007) Member, Newman Award Committee, Academy of Management

(2005-2006) Chair, Best Paper Award Committee, SIM Division

(1999-2007) Executive Committee, Organization and Management Theory (OMT) Division of the Academy of Management, Treasurer.

(2004-2005) Faculty Development Committee Chair, Social Issues in Management (SIM) Division of the Academy of Management.

(2004) Research workshop. Doctoral consortium panelist, SIM Division. Annual meeting of the Academy of Management, New Orleans.

(2004) SIM-ONE-TTC Faculty Development Workshop: Teaching Social Issues in Management with Cases. Co-organizer. Annual meeting of the Academy of Management, New Orleans.

(2004) Senior scholar research workshop advisor, Professional Development Workshop for European Academics. Sponsored by the Organizations and

the Natural Environment (ONE) interest group of the Academy of Management and the European Academy of Business in Society (EABIS). INSEAD Centre for the Management of Environmental and Social Responsibility, Fontainebleau, France

(2003-2004) Faculty Development Committee, Social Issues in Management (SIM) Division of the Academy of Management.

(2003) Research workshop. Doctoral consortium panelist, SIM Division. Annual meeting of the Academy of Management, Seattle.

(2002) The craft of research. Doctoral consortium panelist, SIM Division. Annual meeting of the Academy of Management, Denver.

(1997) Research without resources. Invited panel speaker for OMT Division of the Academy of Management Re-entry into Research preconference workshop, Boston.

(1996) The glass is half full: Some not-so-obvious advantages in your resource-limited world. Invited faculty facilitator for the OB/ODC/OMT doctoral student consortium for the Academy of Management, Cincinnati, OH.

(1995) Hidden competitive advantages in research. Invited panel speaker for OMT Division of the Academy of Management Research without Resources preconference workshop, Vancouver, British Columbia.

(1994) Computer simulation: Strategies for Success. Invited roundtable leader/chair for OMT Division of the Academy of Management Excellence in Teaching preconference teaching development workshop.

Reviewer for the Academy of Management national annual meetings: BPS, ENT, HIS, OMT, OB, SIM Divisions.

Reviewer for the Decision Sciences Institute, OB & Business Strategy divisions.

Academy of Management Committees: All-Academy Events Task Force (Special Committee on Member Involvement), Entrepreneurship Division Task Force on Inter-division Interaction, OB Division Program Committee

PROFESSIONAL ACTIVITIES AND SERVICE: APPLIED

National Business Ethics Survey Advisory Group, Ethics Resource Center, Washington, D.C.

Strategic planning advisor for a variety of public, private, military, professional, and not-for-profit organizations.

Invited judge, Association for Corporate Growth (ACG) "Company of the Year" Award

UNIVERSITY, COLLEGE, AND DEPARTMENTAL SERVICE

Upon request

REFERENCES provided separately